

Cc: Epps Corey, TX-61[Corey.Epps@bmwmc.com]
To: Dawsey Kelly, TX-60[Kelly.Dawsey@bmwmc.com]
From: Petrasch Christine, TX-6
Sent: 2021-10-07T10:24:26Z
Importance: Normal
Subject: Re: HR Compact
Received: 2023-03-01T23:10:41Z
[image002.jpg](#)
[image006.jpg](#)
[image008.jpg](#)
[image012.jpg](#)

Thank you Kelly - will give you a feedback after my meeting

Sent from my iPhone

On Oct 7, 2021, at 6:20 AM, Dawsey Kelly, TX-60
<Kelly.Dawsey@bmwmc.com> wrote:

Christine/Corey,

Attached below are the links to the multiple HR Compact submittals that we made. The submittals were made on; 4/7/21, 4/19/21, and 4/29/21. Every version that followed the original version, we were forced to comply with the template provided and not to show the full picture of the scope of HR at BMW MC.

Y:\TS-6 VP\80_ManagerShared\TS-6 Management Workshops\2021\03-25-2021\HR Compact\Final Submittal I\LIST_21047_TX-6 Roll Up HR COMPACT Overview.xlsx

Y:\TS-6 VP\80_ManagerShared\TS-6 Management Workshops\2021\03-25-2021\HR Compact\Final Submittal II\LIST_210419_Version 2_TX-6 Roll Up HR COMPACT Overview.xlsx

Y:\TS-6 VP\80_ManagerShared\TS-6 Management Workshops\2021\03-25-2021\HR Compact\Final Submittal III\LIST_210429_Version 3_TX-6 Roll Up HR COMPACT Overview.xlsx

There are a couple of things that I want to point out with regards to the Planning and Steering area:

1. I added on the "Headcount in the plant" tab on the first submittal, an explanation of the functions that are performed under the TX-60, "Planning and Steering" area and highlighted for her in red to call the attention to the functional difference from Germany, see below the screenshot from the first submittal.

Lead plus Planning and Steering (inclu. Benefits, Compensation, Organization, Grading, Associate Wellbeing, AFHC)

*2 + 14



These are just a couple examples why this process is not an accurate measure of the work content of the Human Resources area at BMW MC. As I have communicated before, multiple times, we were forced to use a template that did not start as an accurate reflection of the HR work content and therefore, the outcome of the analysis is not an accurate reflection of the work content.

Kind regards,

Kelly

BMW Manufacturing Co., LLC

Kelly G. Dawsey, SHRM-SCP

Department Manager Planning, Steering, Compensation and Benefits, Grading

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